

The Road Runner • Winter 2023-2024



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2023 NETSA Scholarship Golf Tournament

Bob Vacca, Chairman; Golf Committee

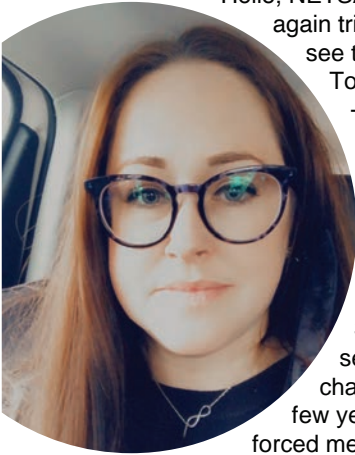
Generosity was shining at the 2023 NETSA Scholarship Golf Event held at Shining Rock in Northbridge, Massachusetts. The event was held on Thursday, September 14, 2023, and the weather was outstanding, in the 70s and sunny. The Board of Directors and Golf Committee would like to thank all who participated and helped to support this meaningful and important event that will help with the 20-plus scholarships we plan to award in 2024.

Special thanks to all the sponsors, golfers, volunteers, and auction donors; without you, this would not have been as successful as it was. We encourage you to support our sponsors who are listed in this issue of the Road Runner, this is the best way to thank them for supporting NETSA.

While we only had a small field of 52 golfers, they proved to be as generous as their golf scores and we were able to raise just over \$20,000 for the NETSA Scholarship Fund and this will go a long way towards achieving our goal.

Congratulations to this year's low gross champions Brian Chervenak, John Pardi, Rob Keller, and Rob Roy. Congratulations also go out to our low-net winners Brandon Walsh, Kevin Walsh, Doug Smith, and Bob Lane. One special note: NETSA has now awarded over \$500,000 in scholarships because of our fundraisers like the Golf Tournament and Trade Show. Please plan to support these upcoming events in 2024. I look forward to seeing you again at our 2024 NETSA Events.





Hello, NETSA Members. If you've looked out your window, you have probably noticed that Mother Nature has yet again tricked us. It's December and almost winter, but it doesn't look or feel like that at all. Normally, we would see that white stuff on the ground that drives our industry this time of year. But it is nowhere to be found. Today, Mount Washington reports 8.4 inches of snow so far, but when will the rest of us see it?

The seasons are not the only things that have been changing. Smaller businesses are being bought out by the big guys. This is not just happening in New England; it is happening all over the US. In 2022, multiple tire magazines predicted "continued retail consolidation" in major markets while Commercial and OTR would remain at a slow pace. We continue to see prices jumping up after the pandemic-induced supply chain bottlenecks. Food jumped 3.7% from September 2022-2023, and interest rates, metals, cars, and car parts continue to rise while the number of people who want to work dwindle.

Seasons change. It affects us all differently as we grow older because we are changing, too. Each season is a life marker, a rite of passage. As humans, we want to feel safe and secure, and when change threatens our sense of stability, we feel like we are in chaos. This is not always true. In the past few years, I have been stopped completely in my tracks when I had multiple family members become ill. It forced me to change how I thought about life and how I acted on a day-to-day basis. I became more than a wife, mother, and daughter; I became a caretaker. It wasn't easy at first to juggle "life," but I managed. I made the decision in October, after 21 years, to leave my job. I left the security I knew and loved. It was this leap of faith that led me to want to live a healthier life mentally and physically.

Change is also coming to NETSA. We will be saying goodbye to Tony DeSimone at the end of December as he retires from his position as Executive Director. Tony has held this position for 6 years and will be missed a great deal by the Board of Directors as well as the members and benefits providers. I have personally enjoyed working with Tony for many years and can't begin to explain how important he is to the success of our Association. Tony has always given me excellent advice that will always remain with me. He has been an exemplary mentor, and I cannot thank him enough. We have already started working on the transition, and with Tony's help, I am sure it will be as painless as possible. My predecessors have set a high bar for me to follow, but I offer up my commitment to the Association, and I pledge to live up to the standards they have set for the Executive Director Position.

In closing, I want to wish you all a very Merry Christmas and a Happy New Year. However, you celebrate the coming holidays, be safe, and I look forward to a successful 2024. - **Katie Maguire**

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Hello all! Early snow and cold temperatures in November has kicked off the winter selling season with our members reporting service bays are full, and the waiting list for service is long. Let's end 2023 with a very strong finish.

I have three things I want to share with you in this issue of the Road Runner.

Firstly, I want to thank Bob Vacca and the Golf Committee again for another great event, featured in this issue of the Road Runner. I

also want to correct the amount of money they raised for our scholarship fund. In our last issue, I stated that we raised over \$16,000, but that figure was actually just over \$20,000. This will all go to our NETSA Scholarship Fund; great job and hats off to our great Golf Committee.

Secondly, we will be holding our 2024 NETSA Trade Show & Convention at Mohegan Sun on April 5 and 6, 2024. We will be looking to build on last year's success by increasing the number of exhibitors and the hands-on demonstrations. Rich Tuttle and the committee are currently working on the seminar agenda theme, and are happy to announce our Keynote Speaker for 2024 will be Stacey Miller, Vice President Communications from the Auto Care Association. So, mark your calendars and plan on attending this great event.

Thirdly, congratulations to Maine Automotive Right to Repair Committee and Board Member Tim Winkler, President, VIP Tires & Service, for the outstanding work they did in getting the Right to Repair on the Maine voting ballot in November. Their tireless efforts resulted in an overwhelming success at the ballot box, with 80% of Maine voters passing this measure. New England and NETSA continue to lead the country in the Right to Repair efforts, with both Massachusetts and Maine passing this important legislation.

NETSA is always looking for new members as well as members who are willing to serve on the Board of Directors. If you want to get involved, there is no better time than now. We also encourage you to get one of your peers to join our great organization. We are happy to represent the independent tire dealers and service facilities here in New England.

This will be my Final Road Runner Column, as I'll be officially retiring on December 31st, 2023. Katie Maguire has been hired by NETSA to replace me as your new Executive Director. Katie and I have been working on this transition since the first of November and will continue to do so in the month of December until Katie officially takes over the Executive Director position on January 1, 2024. I have been in this industry for over 50 years and have served on the NETSA Board since 2008. I have always felt that NETSA is an important asset to this industry, and

encourage our members to get more involved in this rewarding venture. I have been your Executive Director for the past six years, and I am thankful for the help and cooperation of our members, sponsors, and especially the Board of Directors for all their support and the faith they have had in me personally. Together, we have accomplished some great things over these past six years. It is difficult to express how much gratitude that I feel toward each and every one of you. It has been my honor and pleasure to serve with you all these years. This organization is and always will be about the team effort it takes to be the premiere association in the industry. I trust that this organization will continue to support Katie as she starts in this new role. I wish you all continued success and a very Merry Christmas and Happy New Year.

Farewell

Tony

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The Next Executive Director Katie Maguire

The New England Tire and Service Association Board of Directors has announced their selection of Katie Maguire for the position of NETSA Executive Director. Katie has been a longtime NETSA Board Member, Secretary, and President and will succeed Tony DeSimone, who has led NETSA since 2017.

After a 6-year history as the Executive Director of New England Tire and Service Association, Tony DeSimone has announced his upcoming retirement at the September Board of Directors meeting.

Tony's role as Executive Director came during a very tumultuous and challenging period of the Covid shutdown. During this time, NETSA was able to weather the storm and continued to be a voice for the independent dealer. Tony was very active in keeping the Board and membership aware of pending legislation throughout New England. His efforts in this area were recognized on a national level, having twice received the Industry Achievement Award from TIA (Tire Industry Association) in 2019 and again in 2021. TIA also recognized Tony with the Excellence in Association Leadership Award in 2023. He played a substantial role in bringing our members the best trade shows in New England as well as our ability to offer scholarships to our members' college-bound young adults.

Katie has also been well-connected to the Tire and Service Industry for over 20 years, including Executive Assistant and Inside Sales Representative at Mohawk Rubber Sales. In addition to working in the automotive industry, Katie has over 10 years of experience running a successful charity.

Rich Tuttle, NETSA VP, headed the Executive Director Search Committee and commented, "Katie's industry experience, knowledge of NETSA, and vision for the future of NETSA makes her the ideal choice."

NETSA continues to grow as an organization with over 580 member locations. NETSA activities and events include the Annual Trade Show and Convention, the Road Runner quarterly newsletter, NETSA Scholarships, an annual Scholarship Golf Tournament, monitoring legislative issues, and providing educational and informational support for association members.

Katie will work with Tony during the transition period until December 31, 2023, at which time Katie will assume full responsibility as Executive Director.





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Breaking News



NETSA - Breaking News

Rich Tuttle, VP NETSA & Chairman of Trade Show Committee is happy to announce that our Keynote speaker for the 2024 NETSA Trade Show & Convention is Stacey Miller, AAP- Vice President, Communications, Auto Care Association

Liaison: Marketing and Communications Committee

With more than 15 years of experience in corporate communications, Stacey Miller leads multi-channel marketing and communications efforts on behalf of the Auto Care Association, including PR, media relations, creative, web, print, email, social and multimedia. A DIY automotive enthusiast, she's an advocate for the right to repair movement and serves as an ambassador for the automotive aftermarket industry. Miller and her team have increased awareness and reach of the association and industry through strategic communications efforts such as using data-based storytelling to earn media coverage in mainstream media outlets.

Rich and the committee are excited to have Stacey as the Keynote Speaker for next year's Trade Show to headline a great lineup for what is shaping up to be an exciting and informative event. Rich reminds everyone that the 2024 NETSA Trade Show & Convention will be held at Mohegan Sun on April 5th & 6th, 2024. He looks forward to seeing you there.

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Sullivan Tire The Road Runner Winter 2023-2024

SULLIVAN TIRE ANNOUNCES EMPLOYEE STOCK OPTION PLAN

ESOP will convert ownership of 68-year-old, family-owned company to its employees


NORWELL, MA - Sullivan Tire and Auto Service today announced a new Employee Stock Option Plan that will turn over ownership of the 68-year-old, family-owned company to its employees. The new ESOP will ensure the legacy, brand and family culture of Sullivan Tire will remain as it began, putting their employees at the forefront and keeping the company true to its brand identity of treating everyone as if they are a member of the family.

By converting to the ESOP, the company will be 100 percent owned by its nearly 1,500 employees. Robert D. Sullivan and Paul J. Sullivan will remain with the company in their current roles as Chairman of the Board and Vice Chair, respectively, while Joseph M. Zaccheo will continue as President and CEO of the company.

"We are honored and proud that the future of Sullivan Tire will be shepherded by the people who have all played a role in helping us accomplish the brand recognition that is prevalent throughout New England," said Paul Sullivan. "When Bob and Mary Sullivan started the company, they decided that respecting our employees and their families was going to be a key foundation of Sullivan Tire; this ESOP will carry on that belief."

Sullivan Tire and Auto Service:

Headquartered in Norwell, MA, Sullivan Tire and Auto Service is New England's home for automotive and commercial truck care with 79 retail locations; 17 commercial truck centers; 14 whole-sale distribution satellite locations; two truck tire retread plants; two Lift Works facilities; and five distribution centers. The foundation on which Robert J. Sullivan started Sullivan Tire in 1955 was, "Treat everyone, customers and fellow employees, as you would a member of your family," and that tradition continues today. Sullivan Tire continues to grow with more than 1,500 employees and locations in Massachusetts, New Hampshire, Rhode Island, Connecticut, and Maine. For more information on Sullivan Tire please visit www.sullivantire.com.



The Roadrunner is a publication of New England Tire & Service Association. The Road Runner is published 4 times a year as a source of information for NETSA Members and supporters. NETSA directors, staff and members do not necessarily agree with all the contents or opinions appearing in this publication nor should its readers rely on any of the Road Runner content for support of any legal position. On matters involving legal interpretation, the reader is advised and encouraged to relay solely upon the advice of his or her own hired legal council. The road Runner invites and encourages comments from its readers.

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2023 Longest Putt Winner

Brandon Walsh



2023 Longest Drive Winner

John Greenwood



2023 Low Gross Winners

(pictured L-R)

Brian Chervenak, John Pardi,
Katie Maguire, Rob Keller, Rob Roy



2023 Low Net Winners

(pictured L-R)

Brandon Walsh, Kevin Walsh,
Katie Maguire, Doug Smith,
Bob Lane

2023 NETSA Scholarship Golf Tourney

Shining Rock Golf Club, Northbridge, MA

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John Reid - Brenntag Lubricants
Jim Rogers - Brenntag Lubricants



Rob Roy - Cooper Tire
John Pardi - Cooper Tire
Brian Chervenak - Roland's Tire
Rob Keller - Cooper Tire



Anthony Babine - Dill Air Control Products
Rich Wiley -
Maine Automotive Right to Repair Committee
Teddy Devers -
Maine Automotive Right to Repair Committee
Michael Williams - TD Consulting



Lee Davis - Max Finkelstein, Inc.
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2023 NETSA Scholarship Golf Tourney

Shining Rock Golf Club, Northbridge, MA

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Dave Ventura - Myers Tire Supply
Greg Serafin - Myers Tire Supply
Katie Maguire - Myers Tire Supply
Paul Stanley - Myers Tire Supply



Chris Richards - National Tire Wholesale
Nate Davies - National Tire Wholesale
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Gary Saks - TireTutor
Ross Cook - TireTutor
Jimmy Gogan - Wild Bros Tire Pros
Kevin Conley - Wild Bros Tire Pros



2023 NETSA Scholarship Golf Tourney

Shining Rock Golf Club, Northbridge, MA

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Ed Brennan - Wilder Brother's Tire Pro
John Greenwood - Wilder Brother's Tire Pro
Glenn Wilder - Wilder Brother's Tire Pro
Mark Tavares - Wilder Brother's Tire Pro



**Ross Cook, Jimmy Gogan,
Kevin Conley, Gary Saks**



Dave Ventura and Glenn Wilder



Lee Davis



Glenn Wilder and Bob Lane



Jim Rogers and John Reid



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Maine Automotive Right to Repair Committee

Max Finkelstein/US Auto Force

Myers Tire Supply

National Tire Wholesale

Nexen Tire

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I just wrote this article for Tire Business and wanted to share with the NETSA community. I recently spoke to an HR executive who had an interesting problem. He works for a well-known brand with a beautiful building and fantastic facilities. Why did asking employees to come to the office feel like pulling teeth? Some of his teams—even those with entry-level folks—barely saw each other face-to-face once a week.

Full disclosure, I'm a talent firm owner who has worked remotely for close to a decade. When I first broke free from the office, I thought I had conquered the world. A lot of 80-hour weeks from my living room helped me build my own remote team for helping companies find, develop, and retain the talent they need to thrive. With a background like this, I must be all in for remote work, right?

Not exactly. Truth be told, I have come to miss the routine of going to a shared office space. And I'm convinced a great deal of personal and economic value is being lost to remote work. Before explaining why, let's take a quick look at the state of the economy and jobs market.

New Jobs Report Blows Up Expectations

The U.S. economy added 336,000 new jobs in September, almost double expectations. In rubber product manufacturing, total employment fell slightly from 136,100 in July to 135,500 in August, and in tire manufacturing from 59,000 to 58,900 for the same period. Since the industry numbers are reported a month behind the overall jobs data, it will be interesting to see if the numbers increase in the next industry report.

Regardless, the soft landing or slowdown or recession that everyone is waiting for has not yet materialized.

The data is much clearer concerning remote work. It's on the rise. According to the Forbes Advisor article "Remote Work Statistics and Trends In 2023," almost 41% of full-time workers now work remotely at least some of the time. And 98% of workers say they would like such an arrangement. But is this trend all it's cracked up to be?

Office Work Pays It Forward

Before going out on my own as an entrepreneur, I spent plenty of time in a shared office environment, physically present with folks not only from my own team, but those in other departments, everything from logistics to finance to facilities maintenance. There was a palpable, organic company culture to be a part of, and all sorts of information flowed to anyone who wanted to tap into it. Random interactions, lunch outings and water cooler chat gave me a better return on investment than my MBA! I was like Trinity in the film The Matrix, downloading massive amounts of intelligence and experience into my brain at high speed, learning things that would make my future success possible.

Virtual meetings can't replicate this environment. That's the problem with remote work. Younger—or simply less experienced—workers miss out on opportunities for learning and growth because they lack routine exposure to a diversity of co-workers and job functions.

And according to the Forbes piece, young workers (24-35) are currently the most likely to work remotely, with 39% of them fully remote.

Remote work in my opinion simply cannot optimally teach and upskill the next generation of business leaders. Stack that up against the undeniable convenience and attraction that remote work holds for so many, and you have a conundrum as a hiring manager. Many employees today expect to work remotely and may not accept alternative arrangements.

So, don't expect the remote work trend to disappear. But unless it changes significantly, the people it is meant to help may be shortchanged in the long run. We need to find ways to do better. It's a complicated subject, and I'd love to hear your thoughts on it. This piece is just my personal opinion. What is yours? Send them to me in the email below.

Mike Cioffi is the founder of Tire Talent, a boutique recruiting agency dedicated to our industry. You can reach him directly: mike@tiretalent.com if you have any questions about this article.

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Greetings to our NETSA members. Two recent events have inspired me to write a 2023 year-end article. First, our Executive Director Tony DeSimone is retiring after many years of excellent service to the NETSA community and the tire community as a whole. I have known Tony for many years now, going back to when he was a manufacturer's rep for Continental Tire. We have been very fortunate to have him as our executive director these past six years. As a matter of fact, we have been blessed to have both Tony and Dick Cole serve as our NETSA executive directors for the past 20 years now. When I took over my father's place on the board in 1997, we had gone through 3 or 4 executive directors in the previous 5 years and were in danger of ceasing to exist. These past 25 years, we have had only 3 executive directors and have grown in many ways as an organization. It's mostly because we were able to attract some talented people to serve on our board. It's also because we have had the support of some of the greatest suppliers, in our industry, that you could ever ask for. And of course, we would be nowhere without all of you, our NETSA members. Getting back to Tony, I have worked with him mainly on the NETSA Scholarship Program and at our Annual Trade Shows, both being our largest successes. It was such a pleasure to work with him, and we were able to increase the number of scholarships dramatically during his tenure. Tony also worked hard with Rich Tuttle to make our Trade Show better each year. Our annual show at Mohegan Sun is informative, educational, fun, and a chance to honor our members who have made a difference in the New England Tire Industry at the Hall of Fame dinner. We also raise a good portion of our scholarship money there. Tony helped NETSA make it through the difficult pandemic period. Those were some tough times. So please join

me in wishing Tony and his wife Betty the best in their retirement. Hopefully, they will be traveling quite a bit and have even more time to spend with their children and grandchildren. Best of health and happiness to both of you and thank you for everything!

Tony is being replaced by Katie Maguire, our current president of the NETSA board. She is a former NETSA Scholarship winner and has been employed by Mohawk Rubber for many years. Katie has been a very valuable addition to our board, and I know she will do a great job replacing Tony. Tim Hillock, who works at our warehouse with me and orders our supplies, loved to call Katie because he knew that she would get his order right. She is easy to talk to and intelligent. She has also worked extensively on Mohawk Rubber's Worthwhile Life Foundation and has all the experience needed to be our new leader. Please welcome Katie as our new executive director and help give her the support she needs to succeed in her new position!

The second recent event that has me writing a year-end column is the announcement that the Sullivan Tire family has agreed to set up an employee stock ownership plan (ESOP) and turn over the ownership of the company to the employees. That is in addition to the current 401K plan that is currently offered to their help. What a great thing to do for their employees! That the Sullivan family would be willing to do an ESOP and pass up the premium they would have gotten by selling to someone like Discount Tire really shows what we have known all along, Sullivan Tire treats their employees right. Setting itself up for the future, the company should be able to continue to attract and retain good people. Unlike many large companies, Sullivan Tire has shown over the years that you can be in business without treating your help as the enemy. The top brass at Sullivan have always been down to earth and responsive to their customers, employees, and vendors. They are just plain good folks. I can remember a few years ago when Paul Sullivan was front and center during the Mass Right to Repair legislation. They did a big wholesale business with car dealers at the time, but he was vocal about supporting the legislation, including in the media. I don't believe that any other tire business would have done that. I know that I wouldn't have spoken out if I still had a large car dealer tire business. When we signed with Sullivan as a G3X dealer a few years ago, Paul went out of his way and stopped by for over an hour just to thank us for signing with them. Most would have stayed for a few minutes, then left. Congratulations to the Sullivan family and their employees, and good luck to them in the future. May you continue to be a great success story in our industry! To the rest of our members, my wishes for a joyous and prosperous holiday season. Here's to 2024! Larry Lesieur.

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Why Right to Repair is Crucial for Tire Dealers: A Call to Action

In the evolving landscape of automotive maintenance and repair, the "Right to Repair" movement has become a pivotal issue, especially for tire dealers. This movement advocates for legislation that would allow independent repair shops, including tire dealers, to have the same access to manuals, tools, and software as authorized dealerships. Here's why this is so important for tire dealers and the automotive industry as a whole.

Leveling the Playing Field

The primary benefit of Right to Repair for tire dealers is the leveling of the playing field. Currently, many vehicle manufacturers restrict access to necessary repair information and tools, making it difficult for independent shops to perform certain types of repairs. Not only are they restricting, but they are also unfairly inflating the prices to access the same tools and information they provide their authorized dealerships to stifle access. This not only limits the services that tire dealers can offer but also forces customers to rely on more expensive services from authorized dealerships.

Encouraging Competition and Innovation

When tire dealers have access to the same resources as larger dealerships, it fosters a competitive market. This competition is beneficial for consumers, as it leads to better service, more options, and potentially lower prices. Moreover, it encourages innovation within the tire industry as dealers look for new and improved ways to serve their customers.

Environmental Benefits

The Right to Repair also has significant environmental implications. When tire dealers can more easily repair and maintain vehicles, it extends the life of these vehicles and reduces waste. This is particularly important in an industry where sustainability is becoming increasingly crucial

Economic Impacts

Allowing tire dealers the right to repair helps stimulate local economies. Independent shops are often small, locally-owned businesses. By supporting these businesses, we're supporting local economies. Furthermore, when consumers have more options for repair services, they're more likely to maintain their vehicles regularly, which is good for the automotive industry as a whole.

Ensuring Safety

Access to proper repair information and tools is not just a matter of convenience; it's a matter of safety. Tire dealers play a critical role in ensuring that vehicles are safe to drive. Without the right information and tools, there's a risk that repairs might not meet certain safety standards, putting drivers at risk.

A Call to Action

The Right to Repair is more than just an industry issue; it's a consumer rights issue. It's about ensuring that all repair shops, regardless of size, have the opportunity to compete and provide the best possible service to their customers.

As tire dealers, it's crucial to join this movement and advocate for change. One way to do this is by reaching out to your legislators and expressing your support for Right to Repair legislation. A great resource to assist you in this is repairact.com, which provides tools and guidance on how to contact your legislators and make your voice heard. Even if you have already sent a letter, Auto Care Association is encouraging you to send letters as often as you can to ensure that our issue is not overlooked.

The future of the automotive repair industry, including tire dealerships, depends on a fair and competitive market. By supporting the Right to Repair, we can ensure a healthier industry and better service for all. Let's take action today and help shape a better tomorrow for tire dealers and their customers.

On November 7th, 2023, voters across the state of Maine overwhelmingly (84% supporting) passed Question 4 which stated

“Do you want to require vehicle manufacturers to standardize on-board diagnostic systems and provide remote access to those systems and mechanical data to owners and independent repair facilities?”

This was the culmination of 15 months’ worth of work on behalf of the Maine Right to Repair Coalition which was backed by associations and people who support our independent auto repair industry, including the Auto Care Association, our own NETSA, the CAR Coalition, and all our great auto parts suppliers.

The big win here is two-fold.

(1) We codified the historical practice of vehicle owners and independent repair shops having the ability to be on a level playing field when it comes to diagnosing and today’s customers’ vehicles. In 2013 there was a ‘Memorandum of Understanding’ commonly referred to as an MOU, that is sort of like a ‘written handshake’ where the vehicle manufacturers agree to provide all necessary information for diagnostic work and repairs. But we are all aware that this MOU was not enforceable and there are plenty of examples of vehicle technology advancement that make it very difficult, if not impossible, to get our work done. The MOU also specifically excluded

(2) This new law includes ‘remote access’ for vehicle owners and their authorized independent repair shop to the wireless data and information, commonly referred to as ‘telematics data’, that today’s new cars transmit back to the vehicle manufacturers. This aspect of the law, when finally implemented properly, will allow the owners of the vehicles to access this telematics data when required to diagnose and repair their vehicle, and it allows the vehicle owner to authorize their selected independent repairer of choice to access this telematics data as well.

This makes two (2) states in New England that have passed the automotive Right to Repair law, Massachusetts and Maine. I would encourage all you out there in New Hampshire, Vermont, Connecticut and Rhode Island to get personally involved and spend time working to get Automotive Right to Repair passed in your home state. If enough states pass this, I believe we will be able to get it done at the federal level which will preserve and protect our industry for the long term.

-Tim Winkeler



TIA Works to Prevent a Regulatory Train-wreck

With about a month to go before the Corporate Transparency Act’s reporting requirements take effect, it’s abundantly clear – not to mention extremely worrying – that federal regulators simply do not have their act together when it comes to implementing the new law.

Recognizing this, TIA as part of the Main Street business community called on lawmakers to delay the Corporate Transparency Act’s reporting requirements by one year, which would give the Treasury Department’s Financial Crimes Enforcement Network (FinCEN) enough time to finish its work on the regulatory and education fronts.

The letter, which was signed by TIA and 70 other trade associations including the National Federation of Independent Business, the Real Estate Roundtable, and the Associated General Contractors, points out two key items of unfinished business:

Of the three primary rules necessary to implement the new law, only one has been completed, the second is still at the “proposed” stage and needs to be finalized, while the third has yet to be released even as a proposed rule. FinCEN’s leadership has assured Congress they are ready to go starting next year but that is clearly not the case.

Meanwhile, FinCEN is woefully behind when it comes to educating stakeholders of their new obligations. A National Federation of Independent Business survey found that 90 percent

of respondents were entirely unfamiliar with the reporting requirements. The CTA includes civil and criminal penalties of up to \$10,000 and two years of jail time for failing to comply, so this lack of awareness is alarming and needs to be addressed before the law is implemented.

Starting next year nearly every small business in America will be required to report – and continuously update – a litany of personal information regarding their beneficial owners. The scope of the mandatory reporting is well beyond anything we’ve seen outside of the Tax Code, yet FinCEN doesn’t have all the rules in place to govern how this sensitive information will be used.

To add insult to injury, the AICPA recently pointed out that FinCEN has significantly underestimated the cost burdens associated with the new reporting regime, it has relied on vague and arbitrary standards in laying out the criminal and civil penalties under the statute, and it has implemented filing deadlines for newly-formed entities which, in some cases, are impossible to meet.

We’ve seen Treasury delay a major reporting regime before. Just last year, the IRS was unprepared to implement the lower 1099-K reporting thresholds and announced a one-year pause. FinCEN faces a nearly identical scenario with the CTA yet appears determined to plow forward regardless.

TIA’s preferred approach to the CTA is to repeal it altogether and we continue to support the NSBA’s constitutional challenge which would put this harmful law to rest. But with an effective date fast approaching, Congress and federal regulators need to accept that the CTA is just not ready for prime time.



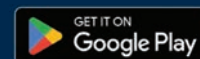
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Family History, Healthy Lifestyle and Health Equity

Jeff Mishol – Colonial Life

I wanted to share an article written by our Vice President Tim Arnold.

A year ago, I received results from my annual physical that were a little concerning...well, more than concerning.

You see, my family has a long history of heart disease. Both of my parents have heart disease. My grandmother and her siblings died from heart disease or stroke. So, when I received abnormal lab results from my physician, I knew I needed to make a change.

According to the Centers for Disease Control and Prevention, every 34 seconds an American loses their life to heart disease. It is the leading cause of death since 1950.

To feel more confident about my health and encourage others to live healthy lifestyles too, here are some steps I've taken.

Exercise for a healthy heart: To combat those concerning numbers, my first step was to step up and recommit to my weekly exercise routine. For those not currently exercising, walking is a great way to get started and one of my favorite go-to activities to combat heart disease.

Diet your way to a healthy heart: Exercise alone isn't enough. A change in diet made a difference for me. I'm a southerner and heart and fried foods were a part of my diet. I have made the choice to swap fried chicken for leafy greens with grilled chicken.

Decisions make a difference in heart health: Eating out with my family is a great pastime. It allows us to connect over food. When we consider restaurants, they know I love steak. But since my lab results, we now swap the steakhouse for a restaurant that specializes in seafood.


An 'A-HA' moment for a healthy heart: My family history and passion for heart health has motivated me to learn more and to get involved. I have been active with the American Heart Association (AHA) for over 10 years. The education they provide on heart disease, heart attack and strokes can help save lives. Now, I am a member of the American Heart Association Southeast Regional Board. In the past, I served as chair of the AHA Heart Ball where we focused on the 'heart' of our community, driving change, and improving behaviors that help people live longer, healthier lives.

Health equity for all: One of the many things I love about working at Colonial Life is that we also support stronger, healthier communities. This includes work with the AHA as they ramp up efforts to extend health equity through education in underserved communities. In addition to charitable funding and employee volunteerism, we direct resources to action-oriented health and wellbeing programs which serve those who are disproportionately at risk to adverse health outcomes.

Invest in community: In addition to Colonial Life's work with AHA, we provide funding for nutritious foods – like fresh fruits and vegetables – to help individuals prevent and manage chronic diseases. Our employees deliver meals to seniors and volunteer at local food pantries.

Heart health is a way of life. The more we know, the more opportunity there is to reduce heart disease and help educate generations to come.

Tim Arnold - Executive Vice President, Voluntary Benefits and President, Colonial Life



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The main building is well-maintained with two garage working bays and parking for 20 vehicles. The waiting room includes a new heat pump, ensuring customer comfort and additional cooling and heating efficiency. The gas tank was installed only 10 years ago, and the covered pumps are only 6 years old (tank and pump removal are negotiable).

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FF&E: N/A • **Inventory:** N/A • **Real Estate:** \$500,000

Established: N/A • **Real estate:** Owned, included in the asking price

Building SF: N/A • **Reason for selling:** Retirement

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The Effects of Auto Technician Shortage

Hal Odessey

The shortage of auto technicians can have significant effects on independent repair facilities in several ways:

- 1. Increased Labor Costs:** With a shortage of skilled technicians, the demand for their services often exceeds the available supply. This can lead to increased wages for qualified technicians as businesses compete to attract and retain talent. Independent repair facilities may find themselves paying higher salaries to keep skilled workers, which can impact their overall operating costs.
- 2. Recruitment Challenges:** Independent repair facilities may face difficulties in recruiting and hiring skilled auto technicians. The shortage in the labor market can make it challenging to find qualified individuals, leading to longer job vacancy periods and potential delays in service.
- 3. Training Costs:** In response to the shortage, independent repair facilities may need to invest more in training programs to develop the skills of their existing staff or hire less-experienced technicians and provide them with the necessary training. Training costs, both in terms of time and resources, can add to the overall operational expenses.
- 4. Increased Workload on Existing Staff:** A shortage of auto technicians may result in increased workloads for existing staff as they take on additional responsibilities to compensate for the lack of manpower. This can lead to burnout, decreased job satisfaction, and potentially impact the quality of service provided.

5. Impact on Service Efficiency and Turnaround Time: A shortage of technicians can affect the efficiency and speed at which independent repair facilities can complete jobs. Longer turnaround times for repairs and maintenance may impact customer satisfaction and potentially lead to a loss of business.

6. Technology and Innovation Challenges: The automotive industry is rapidly evolving with advancements in technology. A shortage of skilled technicians can impede the adoption of new technologies and innovations within independent repair facilities. Keeping up with the latest diagnostic tools and equipment may become challenging without a skilled workforce.

7. Customer Relations: If a repair facility is unable to meet customer demands due to a shortage of technicians, it may negatively impact customer relations. Delays in service, longer wait times, and potential dissatisfaction with the quality of work can lead to a decline in customer loyalty.

8. Business Growth Constraints: The shortage of auto technicians can act as a constraint on the growth potential of independent repair facilities. Inability to expand services or take on additional clients due to a lack of skilled workforce may limit business growth opportunities.

To mitigate these challenges, independent repair facilities may need to explore various strategies such as investing in training programs, offering competitive wages and benefits, adopting advanced technologies to enhance efficiency, and actively participating in initiatives to attract individuals to the automotive repair industry. Additionally, collaboration with educational institutions to promote automotive technician training can be beneficial in addressing the long-term workforce shortage.

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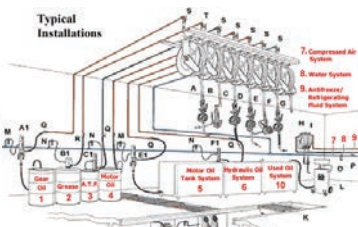
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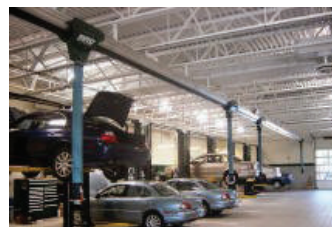
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October 31, 2023

3 Ways Eye and Dental Insurance Can Save Employees Money

When selecting benefits plans, medical coverage is the No. 1 priority for employees. Following closely behind in popularity are dental and vision insurance benefits. As inflation affects the price of goods and services, people are tightening their budgets and reducing expenses. As employees review benefits, they may wonder if they need eye and dental insurance. In reality, these benefits are low-cost, high-value options that help keep people's eyesight and smiles healthy for a lifetime. Consider three ways eye and dental insurance can save employees money.

1. Covers vision and dental needs that medical does not cover

Most people get medical benefits for unexpected health costs. If they're in an accident and injure their eyes or mouth, medical insurance helps cover the cost. However, medical insurance won't cover routine preventive dental and vision exams that help people keep their eyes and teeth healthy. Eye and dental insurance plans provide the security of knowing that preventive exams are covered at or near 100% and include annual benefits toward eyewear and other dental services, respectively.

Eye insurance – During the exam, an eye professional conducts several tests, which help reveal signs of potential vision and health problems. Then the eye doctor looks deep into the eye to check for changes in blood vessels that could signal macular degeneration or glaucoma. The eye exam also can reveal medical problems, such as diabetes, high blood pressure, multiple sclerosis, vascular disease, high cholesterol or rheumatoid arthritis.

Dental insurance – During exams, the dentist cleans your teeth and gums. As with an eye exam, the dentist looks for signs of health and medical concerns in your mouth that could lead to serious problems. For example, without regular teeth cleanings, harmful bacteria that hides in plaque and tartar buildup can enter the bloodstream, leading to diabetes, heart disease or stroke. The dentist visually checks the tongue for oral cancer as well.

2. Provides cost savings and choices

Eye insurance covers preventive exams at 100% and offers significant savings on eyewear, such as glasses and contacts, plus discounts on additional eyewear options and LASIK. Dental insurance provides members with peace of mind, typically covering preventive checkups at 100%. It includes benefits toward basic and major procedures, like fillings and crowns as well. Many dental plans offer an adult and child orthodontia benefit, too.

Learn how people with Ameritas dental insurance can estimate dental costs before scheduling procedures.

Estimate Dental Costs: www.ameritas.com/insights/estimate-dental-costs

There are many types of dental plans. A Participating Provider Organization (PPO) is a popular plan that helps members save money on oral health costs. The PPO network includes many doctors nationwide who agree to contracted prices for dental procedures, including cleanings and X-rays. Doctors who participate in the program are called in-network providers. If you see a health professional not in the network, you'll probably pay more out-of-pocket.

3. Protects eyes and teeth long term

New research shows that 92% of Americans would delay dental care, even if it's an emergency, due to costs. However, caring for your teeth is an investment in your overall health and well-being. Putting off dental or vision exams can lead to more expensive procedures in the future. Studies also show people with dental insurance tend to use their coverage, which helps them maintain better oral health.

About 11 million Americans ages 12 and older have vision problems. Studies show that nearly 45% of adults haven't had an eye exam for over two years, which means they may not see as well as they should. Delaying eye exams also means the eye doctor may miss important vision changes and eye diseases at an early stage.

Sources and References:

American Academy of Ophthalmology

American Dental Association

MSN

www.ameritas.com/insights/3-ways-eye-and-dental-insurance-can-save-employees-money

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Because we value our customer input, much of what Bartec TPMS does in the way of product improvement originates with Technical Support. The following case study is no different. Recently we had a customer call our technical support team about a 2022 Challenger that he had just installed a new set of wheels and tires on. Of course, his customer had just returned with a flashing TPMS MIL.

As per the usual tech support call, we start at the beginning of the story. Once we made sure that their Bartec TPMS Tool software was up to date and registered, we confirmed the vehicle make, model, and year. A 2022 Dodge Challenger, SRT. We also confirmed that the replacement sensors were Original Equipment sensors, that the customer supplied.



Further, we reviewed the the relearn procedure by looking it up on the Bartec TPMS website:

Dodge Challenger SRT 2022

Relearn Type: Drive

Relearn Procedure:

1. SCAN SENSORS WITH TOOL BEFORE DRIVING,
2. Inflate tires to placard,
3. Drive for at least 10 minutes above 15 mph.

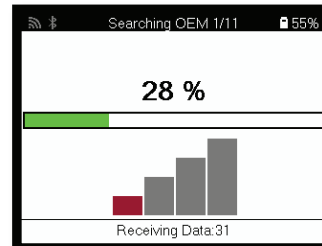
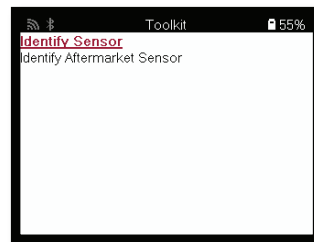
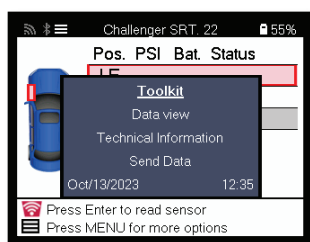
NOTE: Continuous speed above 15 mph works best, try to complete using highway driving.

By all indications, the technician successfully completed the installation and TPMS service. That is, until it was determined that the new sensors were NOT being accepted during the vehicle drive relearn. In addition to a flashing MIL, the pressure values were being displayed as “-” on the vehicle’s information system.

Based on experience, it was at this point we suspected that there was something wrong with the sensors. The sensors were either non-functional or not the correct parts for the application. We knew that they were Original Equipment parts by the description from the technician, so we eliminated the potential for their being an unprogrammed aftermarket replacement sensor.



We didn't have access to the sensor part number, as they were installed inside the wheel/tire assembly. What we did have access to was a Bartec TPMS Tool that has the IDENTIFY SENSOR feature! We confirmed the Make, Model and Year by using VINdicat®. It was indeed a 2022 Dodge Challenger, SRT. The next step was to launch the Toolkit by pressing the menu key.



The IDENTIFY SENSOR process will look for all known TPMS Sensors associated with a manufacturer's range of options. As it turned out in this case, the Bartec TPMS tool determined that the INCORRECT OE SENSOR was fitted to the vehicle. In this case, the sensor fitted was for the BASE MODEL CHALLENGER and not the SRT version.

As previously mentioned, the consumer brought these sensors to the tire retailer. In this case it was later determined that the customer had purchased these parts online, thinking they would save money. It is very easy to mistake the base model vehicle for the higher performance version, without having the actual VIN, so it was understandable that the wrong sensor was supplied.

With more automotive parts being available online, combined with the ease with which errors can be made during the vehicle look up process, it would be wise for service providers to develop a standard operating procedure to deal with customer supplied parts. In this case, it would be best practice for someone at the tire retailer to validate the sensor function using their TPMS Tool. Preferably, it would be best practice to test them at the front counter, before the price quote, that way if they're not the correct parts, you can offer to sell them proper replacements. At a minimum however, always set up the tool for the customer's vehicle and test the sensors BEFORE installing them.



Test BEFORE Touch, applies to customer supplied parts, too!



**Lee's Tire & Service celebrated its 50th Anniversary
as a family-owned and operated business on August 18th and 19th**

Rain and sun, we weathered it all with friends, customers, vendors, and family. Congratulations to Lee and Mary for their success in an ever-increasingly competitive market. Lee, Wayne, David, and Linda, their children, and also Peter (39 years) and Jason (35 years) - Hats off to all of you for your years of support and hard work within the business!

The event was made possible in part with the help of our vendors, **Michelin, Nokian Tyres, American Tire Distributors, Sullivan Tire, Goodyear, Yokohama, Advanced Auto Parts, NAPA, O'Reilly, Meyers Tire Supply, WPOR101.9, Charlie Crosby, Publisher of The Cryer** and our DJ/photographer, **The Pit BBQ Truck of Lewiston**, and lastly, but certainly not least, our dedicated employees who make the wheels go round! Eight lucky winners received a set of Four Tires from one of our amazing suppliers. Thank you. It was wonderful to have friends and customers throughout the years join us for a celebration with gifts, door prizes, food, dancing, bad karaoke (I hope that's not on video), and lots of laughter. Mary and Lee even joined in the dancing!

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All clients are important. No matter what industry they are. You're serving them – they're important. Whether they're with large companies or small business folks, they deserve, need, and want GREAT customer service.

A few tips to make YOUR life easier.

As we all know, high-end clients for luxury events take a bit more time. While all these tips can be used for

every customer, they work especially well for the high-end clients. Not because they have more money, but because they value good service immensely! And immediately.

Pick out a few and practice them until you don't need to think about what you're saying or doing. It then becomes second nature.

1. When someone is complaining, use sincere sympathy more than empathy.

2. Say something nice to people you encounter. Everyone enjoys a compliment. A smile. No need to go overboard. A simple "I like the earrings you're wearing" or "That's a great looking watch" could go a long way! "Good to see you" works GREAT.

3. Don't ever argue with the customers. You will lose every round! Don't even get in the ring with them. The old saying 'the customer is always right' is NOT true. It should read: 'The customer always thinks they're right!'

4. With every transaction, see if you can add some sort of nicety. "Enjoyed working with you," or "Thank you for staying with us." Something that makes them feel special. "Have a nice day" is a bit over used. Don't you think?

5. Be the first one to say "Hello," and by the way: "Hi, how are you?" is NOT rapport building. It's social noise. Try using "Nice to see you," "Thank you for coming by," "Thank you for staying with us" or "Good to see/talk with you." "Hi, how are you" is nothing /does nothing.

6. Keep the fences low for everyone. Yes, making all sorts of rules is frustrating to everyone, especially high-end clients. Review your 'fences' now. Are some of your rules unnecessary?

7. If your attitude stinks, change it! No one else can do that for you. And no one wants to work with anyone with a bad attitude. It's YOUR CHOICE. And don't ever forget it!

8. Respond rapidly. No one enjoys waiting. Especially if you're serving a high-end class of folks.

9. Be prepared. Expect things to happen. Think in front of it. "Be prepared" is more than the Boy Scouts motto!

10. Keep that SMILE on your face. NO MATTER WHAT! Remember the Telephone Doctor motto – A phony smile is better than a real frown!

Just as your friends are different as well as your relatives, so are your customers. Yet they all want to be treated well, with respect and kindness. **Remember – Kindness is FREE!**

By Nancy Friedman, Customer Service Expert; President, Telephone Doctor Customer Service Training

SAE and TMC type II tests

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With advances in technology, materials and manufacturing, today's bus tires are tougher than ever before. Bus tire manufacturers design their tires for multiple lives, meaning the tires are designed to be retreaded. This article by the Tire Retread Information Bureau (TRIB) - a non-profit, member-supported industry association dedicated to the recycling of tires through retreading and repairing - explains how through retreading tires, bus fleets can add thousands of dollars annually to their bottom line, and at the same time, help reduce the scrap tire problem and conserve oil.

Bus fleet operators have an inherent tire operating problem: the drive tires on buses often face hot operating conditions that can shorten their tires' tread life expectancies.

The problem is caused by the traditional configuration of bus bodies. Usually, drive position tires are shrouded by sheet metal, which has been formed to create a rear wheel well that is almost completely enclosed. The design restricts the airflow around the tire and actually encourages heat build up. Heat is a tire's single greatest enemy.

The higher operating temperatures found in many bus tire applications require special compounding and casing constructions to improve the usefulness of these tires.

Most tire manufacturers design and manufacture bus tires using the same advanced technology that goes into truck tires for linehaul service. When fitted to trucks and trailers, linehaul tires are generally in the open, operating with plenty of air circulation to help moderate temperatures. For tires built for bus operation, construction changes are made to afford better heat dissipation from the tread area and to improve sidewall resistance to scuff and curb damage.

IMPROVING THE BOTTOM LINE

Retreading of bus tires can improve the value of these tires in any operation by reducing overall tire costs.

A properly constructed and well-maintained retreaded bus tire will provide at least as many miles of use as it did when new. The more expensive the original new tire, the greater the retread savings.

All bus tire manufacturers design their tires for multiple lives, meaning the tires are designed to be retreaded. Therefore, to discard a worn tire without retreading is to lose much of the tire's value. This is a wasteful and unnecessary expense.

THE IMPORTANCE OF TIRE MAINTENANCE

To ensure that tires can be retreaded for at least one more lifecycle, and perhaps even a second, bus operators need to do several things:

- Follow good bus maintenance practices.
- Closely watch tire air pressure by checking air pressure regularly using a properly calibrated tire gauge. It is important to break bus drivers of the habit of thumping a tire to determine air pressure. Doing so is as effective as trying to determine if a bus needs oil by thumping its hood.
- Load vehicles properly and do not overload.
- Teach bus drivers to make turns carefully to avoid excessive scrubbing of the tire tread surface on the pavement. Because of the longer chassis of most buses compared to conventional trucks, tread scrubbing is almost inevitable, but cautious turns will reduce the wear rate.

Vehicle handling can be improved by maintaining correct air pressure in tires. Avoid running tires at low pressures.

When a tire is underinflated, most of a vehicle's weight is concentrated on the tread located just under the sidewalls, rather than being spread out evenly across the full width of the tire. As such, as the tire rolls, the sidewall gets continually overflexed and heats up, creating destructive temperatures and faster tread wear. This affects both performance and safety.

Problems also result from too much air pressure. Overinflation causes tires to wear excessively at the center of the tread because it will bear the majority of a vehicle's weight, with little wear on the outer edges of the tire. This causes reduced traction, handling problems, a harsher ride, and increased and uneven wear.

RETREADING MAKES GOOD ECONOMIC AND ENVIRONMENTAL SENSE

Not only is tire retreading an economic positive, it is also environmentally responsible. Retreading helps reduce the scrap tire problem and saves oil.

Bus tires are basically petrochemical products. It takes approximately 22 gallons of oil to manufacture one new bus tire. Since most of that oil is used in the tire casing, which is reused in the retreading process, only 7 gallons of oil is required to retread that same tire. Consequently, each time a tire is retreaded, approximately 15 gallons of oil are saved. Considering that the overall tire market for transit and commercial buses is about 430,000 to 470,000 units annually, retreading conserves millions of gallons of oil every year.

The approximately 500,000 private commercial truck owner-operators and commercial truck fleets in the United States have discovered that truck tire retreading makes them good environmental citizens and smart business operators. Bus fleet operators are making the same discovery.

Increasing numbers of highway users, concerned citizens, government agencies and drivers recognize that a retreaded truck or bus tire is a tire that is not part of the solid waste stream.

RETREADED VS NEW TIRES

The basic difference between a retreaded tire and a new one is that a retread has new tread rubber added to a previously used casing that has been designed for a multiple life. Retreads enable the bus operator to keep costs down, improve profit margins and increase the value received from tires.

The foundation of a successful retreading program starts with good tire casings. Structurally, new and retreaded tires are virtually the same. With proper care, commercial bus tires can be retreaded two or three times, providing hundreds of thousands of miles of additional tire life.

The tire casing will eventually wear beyond retreadability, but collecting that many miles takes a long time, and during this time, the tire being kept in use as a retread reduces the scrap tire problem and saves the bus fleet operator money.

Although tires are highly complex structures - among the most durable objects the rubber industry has ever created - bus operators are not overly fascinated by tire complexity. They simply demand that a tire support the bus and carry its "cargo" over the road surface with relative smoothness, and do those things for a long time with no trouble.

However, when thinking retreading, it helps to know what's in a tire and how they're made.

A new bus tire begins life as a mixture of natural and synthetic rubbers, oils, carbon black, pigments and other additives, each contributing certain properties to a rubber compound.

The tire's components - sidewalls, tread rubber, chafer and apex strips, innerliner and reinforcing body fabric and steel plies - are all assembled in a shape that resembles a doughnut. The tire industry refers to this as a "green" tire.

This assembly is placed in a tire curing press where, under extreme heat and pressure for specific time periods, the doughnut is molded into a conventional tire shape. These same forces are used in retreading previously used tires.

After the new tire is removed from its mold, it should have a routine, original life expectancy of hundreds of thousands of miles, given proper attention to inflation pressures and avoiding collisions with curbs, potholes and other hazards.

WHEN TO RETREAD

The time to retread, tire experts say, is when a tread measurement shows at least 4/32" of tread remaining on the tire casing. They strongly advise against waiting until the tread wear indicators show in the tire. This delay could cause the casing to be wasted from a retread standpoint. Some of the old tread rubber base is needed for good adhesion of the new tread, which is why it is a good idea to pull tires early. It can be a false economy to wait until the last minute.

If the casing is in good condition, retreading can extend the useful life of the tire by another hundred-plus thousand miles. And often, the process can be repeated a second and third time.

THE RETREADING PROCESS

During the retread process, only the tread rubber on a tire is replaced. The tire casing is usually untouched except for buffing, unless there is some needed section or nail-hole repair required. Buffing is the process where a tire has its old tread mechanically removed by a specifically designed lathe-type machine.

The first step in retreading is a thorough visual inspection of the tire to be retreaded. Inspectors typically also use various high-tech, non-destructive inspection equipment to uncover damage invisible to the naked eye. These inspections look for manufacturing defects, signs of impact that might have broken the casing, repairable damage, non-repairable damage and excessive aging.

Once a tire casing passes the inspections, it has most of its remaining tread rubber buffed off with a specifically designed buffing machine. Using template guides for accuracy and consistency, this machine removes the worn tread to the correct shape, size and texture, preparing the casing surface to receive a new tread. At this point, highly trained and skilled professionals repair any injuries remaining in the tire casing.

The next step in the retreading process is the application of the new tread. Because proper alignment is critical for tire life and performance, a device known as a tread builder centers and aligns the new tread rubber on the buffed casing. The tire is then ready for tread curing (also called vulcanizing) - the step that bonds new tread rubber to a previously used tire casing.

Two types of processes are used in bonding tread rubber to the tire casing: mold cure and precure. Simply put, with the mold cure process, uncured tread rubber is applied to the tire casing after which it is placed into a rigid mold, which contains the tread design. The mold is heated and the tread rubber takes on the tread design.

In the precure process, the tread rubber that is applied to the tire casing has already been molded with a tread design. A thin layer of cushion gum bonding is applied around the tire casing after which the precured tread is applied. The tire is then placed in a chamber where pressure and temperature adheres the tread to the tire.

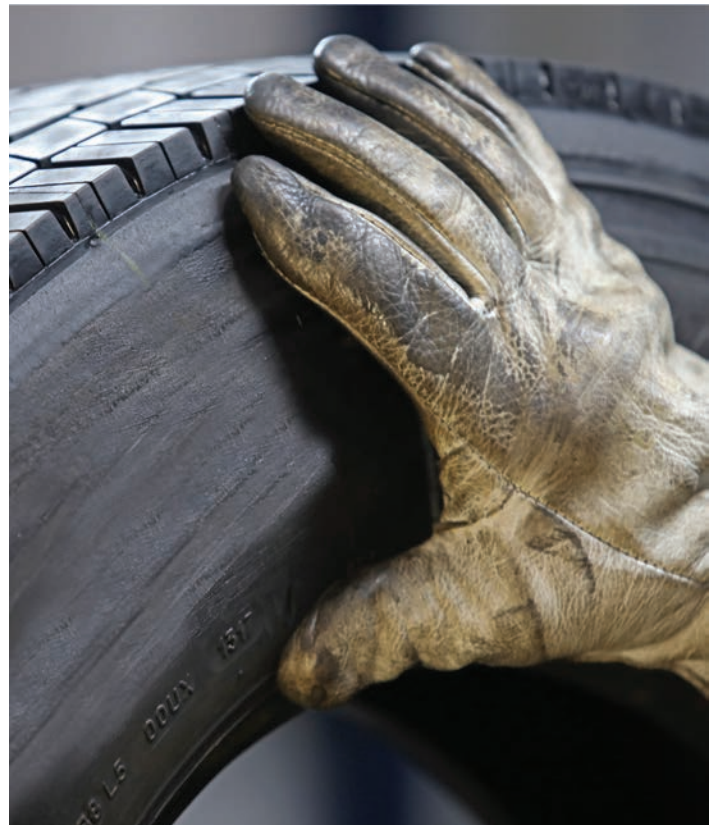
Following the curing comes the last step in the retreading process: final inspection. All retreaded tires are rigorously inspected to ensure a quality, safe and attractive product. Once inspectors approve the tire it is then painted and labeled for a like-new appearance, ready to return to full service and a second (or third) life as an economical alternative to higher-priced new tires.

A single principle governs the selection of a retread process: the correct tread design and compound must be selected for the bus operators' intended use.

SUMMARY

Retreaded tires are a viable alternative to new tires. The more times a tire casing is retreaded, the lower the cost-per-mile of operation. The result is an improved financial picture for bus fleets, and a tire that is kept out of the solid waste stream for a longer period of time.

NOTE: Retreaded tires may not be used on the steer wheel positions of buses.



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2024

HALL OF FAME

Nominations now being accepted.
Deadline is **December 31, 2023**

NETSA Hall of Fame Guidelines

All nominations must be submitted to the Hall of Fame Committee by the end of each calendar year by a current NETSA Member, to be considered for induction the next year.

A biography of the nominee, listing his/her qualifications to become a member of the NETSA Hall of Fame must accompany the submission. The Hall of Fame Committee will do a background check, by the January Board Meeting, to make sure each nominee meets the requirements to become a NETSA Hall of Fame Member.

The Hall of Fame Committee will then place in nomination to the full NETSA Board, the names, and biographies of all the nominees.

The full NETSA Board will then vote by secret ballot, on the nominees, at their January Board meeting or by absentee ballot sent to the NETSA President.

Each inductee must receive a minimum of a simple majority of the full membership of the Board of Directors. (Example 22 members eligible to vote, the nominee must receive 12 votes for induction to the HOF)

The Board will be allowed to induct up to 3 candidates each year, comprised of one Historical Inductee and two living inductees.

If no nominee receives the required number of votes, then no one will be inducted that year.

The Induction Ceremonies for the new Hall of Fame members will be held at the NETSA Trade Show & Convention on Saturday evening April 6, 2024.

Criteria & requirements to be considered as a nominee:

- 1) Must have been active in the Tire and/or Vehicle Service Industry in New England for at least 20 years.
- 2) Must have distinguished himself or herself in our industry and community as a reputable and honored leader.
- 3) A biography of the nominee, listing his/her qualifications to become a member of the NETSA Hall of Fame must accompany the submission.



2024 Hall of Fame Nomination

Name: _____

Company Affiliation: _____ Years: _____

City: _____ State: _____

Recognition and Awards Received in our Industry:

Recognition and Awards Received outside our Industry:

If more space is needed please use another page and submit together.

Your Name: _____ Telephone #: _____

Email your nomination to Katie@netsa.org by December 31, 2023



P.O. Box 320166
West Roxbury, MA. 02132

For More information please contact: Katie Maguire
New England Tire & Service Association
Tel: (855) 638-7248
e-mail: Katie@NETSA.org
website: www.netsa.org

Mark your calendar

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Mohegan Sun

April 5th & 6th 2024

Register online: www.netsa.org

